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ABSTRACT

A pilot study was conducted to develop a reasonably complete picture of young women as they assessed their parent's influence on them, viewed their futures, and reported on their own communicative behavior. Eighteen single, white, midwestern college women between the ages of 18 and 23 were the subjects of the study. To obtain a maximum amount of information from the subject sample a combination of qualitative and quantitative methodologies was employed. Both the interviews and the correlation results point to interesting directions for study with a larger number of subjects. The mother's educational status, but not her occupation, seemed to correlate with commitment to career on the part of the daughters. Results indicated that a relationship might exist between "overt concern" from father and career commitment, and "overt concern" from mother and a desire for marriage and family. With regard to the finding of relationship between commitment to career and the self report of a communicator style factor labeled "dramatic", reactions were varied and it was felt this area would profit from further study. Evidence of sex role attitudes that were communicated in the interviews will also continue to be explored. Based on these preliminary findings, subsequent research might involve developing a new self-report instrument aimed at further exploration of the above-mentioned factors associated with clarity of life aspirations. (One figure and 3 tables of data are included. Twenty-one references are attached.) (MG)

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The Adult Daughter Project:

Communication and Life Aspirations

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The Adult Daughter Project: Communication and Life Aspirations

SUMMARY

This pilot study used self-report instruments and interviews to investigate communication styles and familial factors that may be associated with life aspirations of adult daughters. Two hypotheses were explored:

1) What factors in the subjects' family background may be associated with clarity of life goals in the subjects?

2) What communication style constructs may be associated with clarity of life goals in the subjects?

REVIEW OF THE LITERATURE

Introduction

Many researchers have developed an interest in studying how parents might have long term effects on their children. A fruitful avenue for such research has sought to identify the relationship between various aspects of parents' behaviors and the marriage and career choices of their adult children. Of particular interest to researchers are factors which may influence the career and marriage choices of women, since, as Empey (1958) suggested, careers are second choices for many women -- the first choice being to get married, become a housewife, and raise children. Since women are not expected by their society to work for the duration of their adult lives, as men are expected to do, what makes some women choose careers and some women not choose careers? What makes some women choose traditional fields (e.g. elementary teaching, nursing) and some women choose nontraditional fields (e.g. medicine, business, engineering)? How might parents influence their daughters to make career and life choices?

Women and Career Choices

Commonly, women's career planning is directed toward finding some occupation that would provide a career if working becomes necessary; i.e., if plan A of getting married, becoming a housewife, and raising children, does not work out. Twenty years after Empey's statement, Bielby (1978) observed that many college age and post college women continue to view a career as something to fall back on should they need to do so, and not as something that would be an ongoing part of their adult lives. A person's career and life aspirations can be influenced in four general ways. Each of these will be discussed

briefly.

Role Modeling. Studies predicated on the effects of role modeling have sought to link factors of a mother's life with a daughter's career salience, attitudes toward work, career choices, etc. A premise of this group of studies is that mothers model acceptable female roles for their daughters.

Almquist and Angrist (1971) found that the occupations of fathers and education levels of mothers and fathers did not prove significant in the career salience (i.e. desire for and dedication to pursuing a career) of the subjects. The career salient subjects were more likely to have mothers who were employed during the subjects' college years than were the non-career salient subjects. Furthermore, the subjects whose mothers worked while the subject was in college expressed positive attitudes toward the working mother role. The authors suggested that working mothers can present a positive role model to their daughters for how to combine career and family successfully.

Veres (1974) investigated how mothers' working histories may influence the career commitment of daughters enrolled in a two year community college. She found no relationship between the work history of the mothers and the career choices of the daughters. A positive relationship emerged between the length of time mothers were employed and the degree of career commitment of the daughters: the longer the mother had worked, the higher the amount of career commitment the daughter was likely to express. Veres interpreted these results to support a role modeling effect of mothers on daughters. The mothers who worked were giving their daughters exposure to a wider variety of roles. These mothers were modeling an "attitude" of combining work and family, rather than modeling a specific occupational choice.

Berens (1972) found similar attitudes between mothers and daughters on fear of success measures, and different attitudes on measures of fear of failure, need for achievement, and need for affiliation. The author concluded that mothers may influence their daughters to be unlike themselves with respect to achievement, affiliation, and fear of failure motivational patterns. These results can be interpreted to suggest that mothers can model for their daughters ways to be and ways not to be.

Identification. In chapter four of Anne Wilson Schaef's book, Women's Reality (1981), the author posits how young girls identify with their mothers as being members of the same oppressed group. She called this type of identification the "simpatico connection" and suggested that it is based in mutual suffering as a member of the same oppressed class. This bond, or connection, with one's mother presents a two edged sword with respect to pursuing ambitions. On the one hand, young girls are encouraged by their mothers to achieve and become educated "because I never did." On the other hand, they are encouraged to get married and have children, "like I did." Wilson Schaef proposes that the identification and bonding that a young woman has with her mother makes the daughter responsible for validating the mother's life choices.

One researcher in particular has tried to link identification with attitudes toward careers in women. Baruch (1972) conducted a two-stage study designed to assess how much the subjects devalued feminine professional competence. Baruch's premise was that images of femininity which exclude career commitment are transmitted from mother to daughter via the process of identification. Women covertly cooperate in their own oppression by perpetuating definitions of the world of work as something masculine. She then hypothesized that women who

devalue female success and accomplishments have mothers who do not work, and who themselves, devalue women's accomplishments and the dual role. Among Baruch's results was the finding that the non-working mothers had a greater tendency to devalue women's accomplishments than did the working mothers. However, mothers' attitudes toward women did not seem to relate to daughters' devaluing attitudes, since the young women, as a group, did not demonstrate a tendency to devalue feminine competence. Several variables uncovered in interviews had significant relationships with the subjects' attitudes toward dual roles of women. Among them were mothers' interest in the subjects' career related achievement, endorsement of the dual role pattern, fathers' acceptance of a career oriented wife, and the mothers' commitment to work. Baruch interpreted these results to support an identification model. Young women identify with their mothers' attitudes toward womens' competence and toward dual role patterns. Young women also identify with their mothers' successful integration of career and home roles.

Messages and Attitudes Communicated. The effects of messages and attitudes expressed by parents was investigated by Hausner, et al. (1982). The researchers videotaped the interactions of fathers and their adolescent sons and daughters in order to analyze verbal and non-verbal behaviors that might indicate interaction patterns. The authors found that the fathers behaved differently toward the boys than toward the girls. The fathers seemed to show a closer working relationship with their sons than with their daughters. The boys were observed to ask for less help and want more independence than the girls. The authors suggested that it appeared as if the boys wanted less of a close relationship with their fathers and the girls wanted more of a close relationship.

In a comprehensive study of undergraduate students at a four year Women's college, Myra Komarovsky (1985) investigated the career choices of her subjects and factors in their lives which could account for those choices. She gathered information from questionnaires, interviews, and diaries from the subjects in their first, second and fourth years at college. The author was interested in identifying degrees of career salience and factors in a woman's life that might affect her degree of commitment to a career. From her data, Komarovsky discovered several variables which did not appear to affect the career salience of the subjects in their first year of college. These factors included education of mother and father, occupational status of father, family income, and employment of mother.

Komarovsky's findings, suggest that the working or non-working of a mother, per se, did not affect a daughter's career choice or commitment to a career. Instead, the mother's degree of satisfaction with her role in life affected a daughter's career commitment. Women with mothers who were dissatisfied as full-time homemakers or who enjoyed their career and work were likely to express a high degree of career commitment. Women whose mothers were satisfied as full-time homemakers or who were dissatisfied with their careers and the dual roles, were likely to express a low degree of career commitment. The amount of support and the types of messages a woman received regarding acceptable role behaviors and life choices also influenced her. Women who received messages from their parents that encouraged career goals were likely to demonstrate strong commitment to a career. Women who received messages from their parents that encouraged marriage and homemaking were likely to demonstrate weak commitment to a career.

Parenting Style. Tomlinson-Keasey and Warren (1986) and Warren (1986) took a different approach to investigating factors that might

affect achievement and career salience in women. Using data from the Lewis Terman study on gifted individuals (e.g. Terman, 1947), they tried to determine if factors could be identified which differentiated between gifted women who achieved high levels of competence and self-efficacy and those women who did not. Subsequent to their first question, the authors were interested in whether it was possible to look at data gathered in the formative years of these women's lives and predict possible life outcomes.

When the authors looked at family factors, they found that the warmth of the home environment in which the subject grew up and their affection for their parents were important factors in their later competence and self-efficacy. Those who came from homes in which they had a warm relationship with both parents, and in which the parents encouraged autonomy, achievement motivation, and educational attainments, were likely to be career oriented as adults and were likely to be satisfied with their adult lives. Furthermore, the women in the sample who were likely to achieve were not particularly close with their mothers, even though they had a warm relationship. Some of these women were more likely to report that their mothers rejected them, than were the women who did not achieve high levels of competence and self-efficacy.

In a subsequent analysis, Warren (1986) chose eight women from the Terman study who had committed suicide and looked for patterns in the lives of these women. Warren found a number of common factors which emerged across the histories of these women. Of particular note was her finding that these eight women expressed feeling strong influences from their mothers and lack of involvement from their fathers in their lives. The nature of the relationships with their mothers ranged from strongly positive to strongly negative. In two cases in which the

relationship with the mother was highly positive, the death of the mother represented a significant loss to the subject. Half of the eight subjects experienced the death of their fathers by the age of 15 years.

Summary. Several studies addressing aspects of how parents may influence the achievement and career decisions of adult daughters have been reviewed. These studies suggest that parents can have influences on career aspirations and choices of daughters through their role modeling, through the daughter's identifying with the parent, through attitudes about achievement, career goals, and appropriate roles for women that are communicated, and through their parenting styles. Messages about achievement and career aspirations are communicated to a child through various media and forums. Only one study examined how messages about achievement actually can be communicated to young women (Mausner, et al., 1982). No studies have addressed how a young woman develops an image of herself as a communicator, and parental factors which may influence that image. Furthermore, no studies have investigated how that communicator style correlates with a woman's sense of achievement and career aspirations.

Communicator Style

Communicator style is observable verbal and nonverbal communicative behavior. Norton (1983) defines communicator style as "the way one verbally, nonverbally, and paraverbally interacts to signal how literal meaning should be taken, interpreted, filtered, or understood" (p.19). An individual's communicator style influences both his or her self evaluation and also other's perceptions of self. Communicator style varies across contexts, but has some relatively constant elements. While numerous researchers have explored subconstructs of verbal and nonverbal communication style, Norton's work has produced a

particularly interesting set of factors that seem to make up the basic concept. These factors are: friendly, impression leaving, relaxed, contentious/argumentative, attentive, precise, animated/expressive, dramatic, open, and dominant (1983, p. 289).

This factoring of the subconstructs of communicator style by Norton is not without its critics. Talley and Richmond (1980) feel that Norton's self-report instrument which produced these factors may really only assess two major dimensions, receptive-responsive and communicator activity. Nevertheless, the argument that communicator style is a multi-dimensional construct is persuasive.

Wheeless and Lashbrook (1987), in their review of communicator style literature, point out that much of the research on communicator style and gender has focused on comparing the communicative behavior of males and females and on attempts to assess androgynous communicator styles. The purpose of the current study was to develop a reasonably complete picture of young women as they assessed their parent's influence on them, viewed their futures, and reported on their own communicative behavior. The subconstructs of communicator style identified by Norton (1983) give a fairly broad picture of these young women's perceptions of their own communication. This study does not involve comparing males and females, but rather involves exploring what factors may be significantly related to level of commitment to careers and strength of desire for marriage and family.

METHODS

Subject Selection

Subjects for this study were obtained from a mid-sized public university in a northern midwest state. Two methods were used to choose participants. First, announcements were made in all introduc-

TABLE 1

DEMOGRAPHIC INFORMATION

SUBJECTS

Age: 18 years old - 3
19 years old - 5
20 years old - 6
21 years old - 2
22 years old - 1
23 years old - 1

Marital Status: All single

Majors: Undecided - 4
Business - 2
Communication - 3
Criminology - 1
English - 1
Sociology - 1
Home Economics (fashion) - 1
Psychology - 2
Elementary Education - 1
Early Childhood Education - 1
Communication Disorders - 1

SUBJECTS' PARENTS

Marital Status: Married - 16 Divorced - 1 Father deceased - 1

Educational Status:

Mother		Father
0	Junior High Completed (only)	1
10	Senior High Completed (only)	5
0	Vocational-Technical	3
2	2 to 4 year professional	0
0	Some college	1
5	Undergrad completed	6
1	Master's	2

Occupational Status:

Mother		Father
9	Clerical	0
1	Managerial	10
1	Store Owner	1
2	Housewife	0
1	Labor (farm/blue collar)	5
0	Professional (law,med)	1
3	Health Sevices (not Dr.)	0
1	Education	1

Table 2

CORRELATION COEFFICIENTS (PEARSON AND SPEARMAN)
FOR DEPENDENT VARIABLE
COMMITMENT TO CAREER

Independent Variable	Pearson Product-Moment	Spearman's rho
Subject's Age	.30*	.51*
Mother's Educational Status	.61+	.61+
Father's Overt Concern[1]	.44*	ns
Communicator Style: Dramatic[2]	.46*	.45*
Father's Educational Status	ns	.44*
Attitude Towards Sex Roles: Item 3[3]	ns	.66+
Attitude Towards Sex Roles: Item 9[4]	ns	.42*

*p < .05
+p < .01

[1]For description of factor called "overt concern," see page 17.

[2]Contains items such as "I dramatize a lot," "I tell jokes, anecdotes and stories when I communicate," "I verbally exaggerate to emphasize a point."

[3]"It is insulting to women to have the 'obey' clause remain in the marriage service."

[4]"The intellectual leadership of a community should be largely in the hands of men." (reversed item)

Table 3

CORRELATION COEFFICIENTS (PEARSON AND SPEARMAN)
FOR DEPENDENT VARIABLE
DESIRE FOR MARRIAGE AND FAMILY

Independent Variable	Pearson Product-Moment	Spearman's rho
Mother's Overt Concern[1]	.45*	.48*
Attitude Towards Sex Roles: Item 1[2]	ns	.55+
Attitude Towards Sex Roles: Item 2[3]	ns	.41*
Attitude Towards Sex Roles: Item 7[4]	ns	.41*

*p < .05
+p < .01

[1]For description of factor called "overt concern," see page 17.

[2]"Swearing and obscenity are more repulsive in the speech of a woman than a man."

[3]"Under modern economic conditions with women being active outside the home, man should share in household tasks such as washing dishes and doing the laundry."

[4]"A woman should not expect to go to exactly the same places or have quite the same freedom of action as a man."

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tory level and advanced level Speech Communication classes. Second, an announcement was run in two issues of the campus newspaper. Each subject was paid a small stipend of $10.00 for her participation.

These procedures yielded eighteen single, white, college women between the ages of 18 and 23 years (see Table 1 for distribution of subjects). No attempt was made to control for background information, such as home town, parents' occupations, number of siblings, etc. The researchers wanted to get diverse representation on such characteristics in an effort to offset any potential bias and distortion among subjects (Bogdan and Taylor, 1975).

Data Collection

To obtain a maximum amount of information from the subject sample a combination of qualitative and quantitative methodologies were employed. The details of each type of methodology will be described separately.

Quantitative Data. Basic demographic data were collected from each subject, including the educational background of parents and their occupations. All subjects completed the paper and pencil self-report measures described here.

Communicator Style Measure. The Communicator Style Measure (CSM) was developed in the mid-1970's by Norton (1983). It is a 51-item instrument with a five-point response scale comparable to a Likert-type scale. Six of the 51 items are "dummy" items and are not counted in the scoring.

Relationship to Mother/Father in Childhood. These two separate instruments (Komarovsky, 1985) consist of ten items assessing the attitude and communicative behavior of the parent toward the child (e.g. "She praised me when I deserved it"). A four-point response scale, ranging from very true to very untrue, is used. These instruments are based on Roe and Siegelman's (1963) Parent-Child Relations

Questionnaire. The ten items Komarovsky used produced responses in three factors: Loving/Rejecting; Casual/Demanding; and Overt Concern. The meanings of the first two factors are quite obvious; the third factor needs some explaining. The items in this factor are "S/he was overprotective of me," "S/he tended to keep out of and withdraw from family situations that might be unpleasant," "S/he acted as if I didn't exist." Overt concern, then, implies attention and involvement in the child's life, but not necessarily combined with warmth and affection.

Attitudes Toward Sex Roles. This is a fifteen-item inventory (Komarovsky, 1985) which asks for the subjects' responses on a four point scale to statements representative of various attitudes toward women's roles in society. The items range from division of household chores to intellectual leadership. Komarovsky adapted this instrument from one developed by Spence and Helmreich (1978).

Qualitative data. Qualitative data were obtained from indepth interviews and interviewer field notes. The indepth interviews were semi-structured in nature. The researchers used a set of general questions to guide the interactions with each subject. These general questions encompassed three areas: life plans (including career and marriage), family communication, and parents. As each interview proceeded, idiosyncratic questions emerged specific to that person's life.

The interviews occurred in a special interviewing room with one or two researchers present to conduct the interview and take field notes. Each interview required 1 1/2 to 2 hours to complete. The interviews were tape recorded and later transcribed verbatim for analysis (Williamson, Barry, and Dorr, 1982).

During each interview the interviewers recorded field notes. Bog-

dan and Biklen (1982) describe field notes as personal logs that help researchers document development of the investigation. The field notes contained two sections. In the descriptive section, the researchers attempted to note exactly what they saw and heard. In the reflective section, the researchers noted their own feelings, speculations, and impressions (Bogdan and Taylor, 1975; Patton, 1980). After each interview the researchers reviewed their notes with each other, made comparisons, and formed impressions which they used to guide future interviews.

Data Analysis

Quantitative Data. This work is a pilot study; the researchers were interested in exploring numerous aspects of parent/adult daughter communication with a small number of subjects, in order to find topics and areas for use in a new instrument which can be administered to large numbers of young women. Normally, one might not use any statistical analyses with only eighteen subjects. Since this is a pilot study, however, the researchers decided to submit the data to simple parametric and nonparametric correlational analyses.

The dependent variables in the correlational analyses were Commitment to Career and Desire for Marriage and Family. The levels of these two variables for each subject were determined by the researchers' analysis of the responses in the interviews. Commitment to Career was based on general interest expressed in full-time work after college, but not necessarily tied to a specific career objective. Three levels of Commitment to Career used were Definite, Somewhat Decided, and Unclear. In the same manner, Desire for Marriage and Family was not tied to a specific prospective mate or marriage plans. The three levels used were Definitely part of Future, Alluded to as Part of Future, and No Mention.

Qualitative Data. Analysis of the qualitative data involved in-depth reading and rereading of over 270 pages of interview transcripts and over 90 pages of interviewer field notes. The researchers organized and categorized information in a search for patterns and themes that might differentiate among the groups of subjects. Of the many themes that emerged, three will be addressed in this report: current life aspirations, parents' influences on the subjects' aspirations, and the subjects' relationships with each parent.

RESULTS

Statistical Results

As Table 2 indicates, the more definite the young woman was about her commitment to a career, the older she was likely to be, the more education her mother was likely to have, the more likely she was to perceive her communication style as being somewhat "dramatic," and the more "overt concern" she perceived being communicated by her father. Table 3 indicates that the more definite the young woman was about desiring marriage and a family, the more "overt concern" she perceived being communicated by her mother. With the variables of commitment to career and desire for marriage and family, certain items from the Attitude Toward Sex Roles scale showed some positive correlation.

Interview Results

Through the interview data, subjects were divided into groups based on two factors: their expressed commitment to a career, and their expressed desire to marry and raise a family. Figure 1 provides a matrix of each of the combinations of these two factors and the number of subjects in each cell of the matrix. For discussion purposes, the cells were combined to form the following three groups:

Group 1. Cells A and B. High or moderate career commitment expressed and high desire for marriage and family expressed (n = 8).

Group 2. Cells C and F. Low career commitment expressed and high or moderate desire for marriage and family expressed (n = 4).

Group 3. Cells G and H. High or moderate career commitment expressed and low desire for marriage and family expressed (n = 4).

Figure 1

MATRIX OF LEVELS OF CAREER COMMITMENT AND DESIRE FOR MARRIAGE

Level of expressed Desire for Marriage	Levels of expressed Career Commitment: High	Moderate	Low
High	N = 3 Cell A	N = 5 Cell B	N = 3 Cell C
Moderate	N = 0 Cell D	N = 1 Cell E	N = 1 Cell F
Low	N = 3 Cell G	N = 1 Cell H	N = 1 Cell I

For analysis purposes, Cells A & B were combined to form the High Career-High Marriage group; cells C & F were combined to form the Low Career-High Marriage group; and Cells G & H were combined to form the High Career-Low Marriage group.

DISCUSSION

Group 1: High Career - High Marriage.

The eight subjects in Group 1 expressed strong desires to pursue educational and career goals as well as strong desires to marry and have children. Five of these eight women expressed being emotionally close with their mothers and six of them said that their relationships with their fathers were distant or strained. Six of the eight had mothers who had worked either full or part time and enjoyed their jobs.

The eight women in this group seemed to express a desire and expectation to have a successful working parent life. As one subject said: "I know I want to make something of myself [referring to her career choice] and I want to get married and raise a family." A second subject commented that she would be disappointed if her marriage plans do not materialize as, "...I don't see myself working forever...I don't want to be alone." A third subject described herself as being "very career minded." She went on to say that she wanted to marry at age 30 -- no earlier -- and have 2-3 children. Several other subjects in this group described how they planned to graduate, work for a while (usually 2-5 years), then get married and have children. Some of them seemed to ponder out loud the amount of time they wished to take off from working full time in order to accommodate the bearing and raising of children. All seemed to speak as though they expected to work for a sizable amount of their adult lives.

These women may represent an historical trend. Many of their mothers have balanced employment and home care; many of their female professors are doing the same. These women may be receiving myriad messages that it is acceptable for them and perhaps expected of them to be working mothers, and to be good at it, too. Hearing these women

talk gives one the impression that they are preparing to become the proverbial "superwomen".

Group 2: Low Career - High Marriage.

The four subjects in Group 2 expressed low desires to pursue educational and career goals, and high desires to get married and raise a family. Of these four women, all expressed emotional closeness with their mothers, three expressed distant relationships with their fathers, and three had mothers who worked either full or part time and enjoyed their jobs.

One subject described her working goal as: "For me to have a stable job that if he [unidentified future mate] should die or if he left me I could survive." This subject's father had died recently. Her mother did not have a college degree, and the subject was concerned that her mother might be limited in her job opportunities. A second subject commented that she would "like a good job and basically I want to raise kids." After describing how her mother has raised children and been emotionally supportive of her, this subject said, "I guess those are the steps that I'd like to follow in." A third subject expressed how she had no chosen major nor any career objectives because: "I thought I was going to be getting married."

These subjects spoke of themselves as being secondary and temporary wage earners in their families. Their reasons for pursuing degrees now were to have "something to fall back on" should anything happen to their mates. These four women expressed very close relationships with their mothers. In fact, three of these women described their mothers' as being their "best friends". As previous researchers have found, (e.g. Baruch, 1972; Komarovsky, 1985), women who tend to identify strongly with their mothers tend not to have career goals that are as strong as other women's. In addition, these women expres-

sed that they had received clear and strong messages about appropriate roles for women and men (Komarovsky, 1985).

Group 3: High Career - Low Marriage.

The four subjects in Group 3 expressed a high desire to pursue a specific career and did not mention plans or desires for marriage. Three of these subjects had parents who farmed or owned small businesses. All four expressed some emotional closeness with their mothers and distant relationships with their fathers. All four had mothers who worked and enjoyed their jobs.

Perhaps a unique feature of the women in this group is the nature of the encouragement that they received from family members. Each expressed how her family members encouraged her to go to college and to pursue directions in which she had an interest. Most of the other subjects reported either little direct encouragement from family members to pursue a particular career direction, or strong encouragement to pursue a specific direction that was deemed "practical" or "useful", regardless of the subject's interests.

CONCLUSION

Both the interviews and the correlation results point to interesting directions for study with a larger number of subjects. Mother's educational status, but not occupation, seemed to correlate with commitment to career on the part of the daughters. Interviews indicated that the majority of the mothers worked outside the home in clerical type jobs as an economic necessity. Of the 18 mothers, only three had jobs for which their educational backgrounds prepared them. These were one elementary school teacher and two nurses.

Common sense and historical perspective would indicate that many women in this generation of mothers did not have strong (or any)

commitment to a career when they were in their late teens and early twenties. It is not surprising, then, that they may have communicated unclear messages to their daughters about focusing on a career. Furthermore, it must be remembered that the young women interviewed were all from midwestern homes. Societal attitude changes may come somewhat more slowly in the upper midwest when compared with other parts of the country.

With regard to the finding of a relationship between commitment to a career and the self-report of a communicator style factor labeled "dramatic", the researchers on this project had different rections. It seems possible that a young woman who has feelings of certainty about wanting a career might present herself in a more confident and forceful manner than her sister whose focus is more on marriage and family at this time in her life. Obviously this is an area which will profit from further study.

A most interesting area for further research is the finding that a relationship might exist between "overt concern" from father and career commitment, and between "overt concern" from mother and desire for marriage and family. It must be remembered that "overt concern" need not necessarily be positive. In fact, the interview data indicated that most of the subjects talked with their fathers about career related matters, more than they talked with their mothers, eventhough they described their relationships with their fathers as being emotionally distant. Conversely, almost all of the subjects said that they talked exclusively with their mothers about personal amd emotional matters.

The findings of attitude toward sex roles as related to life aspirations was not surprising. Positive correlations emerged between commitment to career and some of the items on the Attitude Toward Sex

Role questionnaire. This is a complex area of study which deserves greater attention than it can be given in this paper. Hence, the researchers will explore the evidence of sex role attitudes that were communicated in the interviews, at a later date.

As indicated earlier, this study was a pilot, a first step in exploring ways to study communication variables invloved in life aspirations of adult daughters. Based on these preliminary findings, subsequent research might involve developing a new self-report instrument aimed at further exploration of the above mentioned factors associated with clarity of life aspirations. Such an instrument could be used in career counseling of young women to identify those who may need special assistance due to lack of clear goals and aspirations.

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